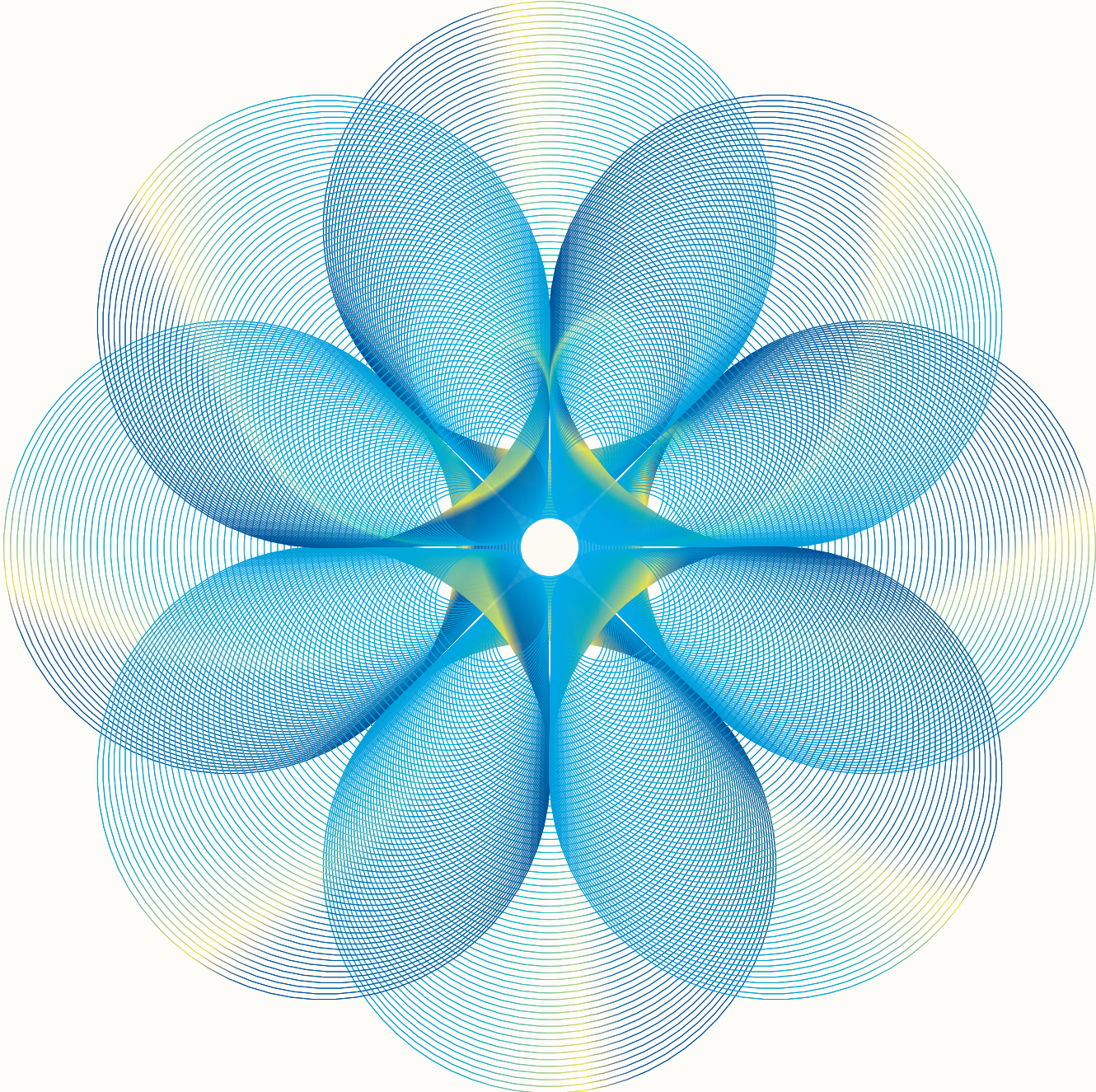


What's new in your
**COLLECTIVE
AGREEMENT**

2023-2028



*Alliance du personnel
professionnel et technique
de la santé et des services sociaux*

Contents

- 3** A word from our president
- 4** Pension plan
- 4** Parental rights
- 5** Inconvenience premiums and premiums for working in specific settings
- 6** Annual vacation leave
- 6** Time off and financial compensation for employees working in correctional facilities
- 6** Double-rate overtime
- 7** Reimbursement of dues paid to professional orders
- 7** Remuneration for psychologists
- 7** Premium for lawyers employed by the Director of Youth Protection's legal affairs department
- 7** Special measures for regions facing problems of workforce availability
- 8** Schedules managed by teams
- 8** Financial compensation for voluntary displacements
- 8** Group insurance
- 8** Sick leave
- 8** Work-time arrangements
- 9** Special conditions for certain job titles involving work in mental health
- 9** Inter-round committees
- 10** Salary adjustments and payment of retroactive amounts

A word from our president



Dear members,

The pages that follow present what's new in your 2023-2028 collective agreement, which came into force on June 16, 2024, and is the result of over a year and a half of difficult contract talks. In these talks, we were supported by your historic mobilization.

We are proud to present improvements to your conditions of work and practice. These improvements will help ensure that the value of your jobs is recognized. They will act against work overload and promote the accessibility and quality of services provided by our public system.

Your new collective agreement will be in force until March 31, 2028. The electronic version is currently being finalized and will soon be available on the APTS website.

In the next weeks, your labour relations counsellors and members of APTS local executives will receive the information they need to help you interpret the gains we've achieved and ensure that your new working conditions are respected.

Our work doesn't stop here. The APTS team will keep using all means available to improve your working and practice conditions and obtain better recognition of the invaluable expertise you bring to Quebecers' health and social services.

In solidarity,

A handwritten signature in black ink, which appears to read "Robert Comeau". The signature is written in a cursive style.

Robert Comeau
APTS President

Pay

The collective agreement provides for a pay increase of 17.4% over five years. It also includes purchasing power protections that could reach 1% a year for each of the collective agreement's final three years, up to a potential maximum of 3%.

Yearly pay increases

2023-2024	6%
2024-2025	2.8%
2025-2026	2.6%*
2026-2027	2.5%*
2027-2028	3.5%*

**Plus up to 1% more to protect your purchasing power*

Pension plan

- The maximum age for participating in the RREGOP will increase from 69 to 71.
- Initial phased retirement plans may be extended from 5 to 7 years.

Parental rights

- Several changes will ensure better coordination between parental leave and the Québec Parental Insurance Plan (QPIP).
- One day will be added to the days of special leave with pay that are granted when an employee is pregnant, bringing them up to 5.

Inconvenience premiums and premiums for working in specific settings

The percentage associated with these premiums will go up, and they will now be organized in tiers based on the number of hours worked per pay period.

Summary of premiums for specific settings or clients

Premiums for specific settings	Tier 1 (70 h or more)	Tier 2 (42 h to less than 70)	Tier 3 (less than 42 h)
Critical care	15%	14%	10%
Youth centres (including DPJ)	10%	7%	6%
Specific critical care (will now include brachytherapy / curietherapy)	10%	7%	6%
RACs and residential care units in CRDIs	5%	3%	1%
Severe behaviour disorders	3.5%	2.25%	1%
Psychiatry	3.5%	2.25%	1%
Institut Pinel	2.5%	1%	0.5%
CHSLDs	\$215/750 h	\$215/750 h	\$215/750 h
Psychologists	6.50%*	N/A	N/A
Lawyers employed in youth centres**	10%	7%	6%

*The 6.5% retention premium for psychologists applies when the employee works the total number of hours stipulated per week for their job title.

**Since this premium will be paid starting in 2024, it cannot be combined with the retention premium set out in Letter of Agreement No. 4. The higher of the two will apply.

Summary of inconvenience premiums

Hourly premium	Amount (70 h or more)	Amount (less than 70 h)
Evening	10%	7%
Night	18%	14%
Weekend	5% or 9%*	5%

*Class 4 employees are eligible if they work in locations where care and services are provided 24/7, whether or not this is the case in their own activity centre.

Annual vacation leave

Starting with the 2024-2025 vacation period, the right to a 5th week of vacation leave will be acquired at an earlier moment, as follows:

Length of annual vacation leave	2020-2023 collective agreement	New collective agreement (2023-2028)
21 days	17 and 18 years	15 years
22 days	19 and 20 years	16 years
23 days	21 and 22 years	17 years
24 days	23 and 24 years	18 years
25 days	25 years or more	19 years or more

Time off and financial compensation for employees working in correctional facilities

Full-time employees who work exclusively in a correctional facility will be given a maximum of 5 additional days off at the rate of ½ day per month worked.

Employees who are not entitled to these floating days off will receive monetary compensation equal to 2.2% of their salary, added to each pay.

Double-rate overtime

The rate will go up to 200% for employees who work a full overtime shift on a weekend in an activity centre where services are offered 24/7, regardless of their usual activity centre. The following conditions apply:

- having worked the number of hours associated with their job title;
- following the work schedule both 7 days before and 7 days after the overtime shift.

After the 15th full double-rate overtime shift is paid, double-rate overtime can be converted into time off, up to a maximum of 5 days per year.

Reimbursement of dues paid to professional orders

For employees holding a full-time position that requires membership in a professional order, 50% of the membership cost will be reimbursed, up to a maximum of \$400 a year, upon presentation of receipts indicating that the employee has made the payment.

Employees who are registered on a professional order's vested rights register, which enables them to perform acts reserved for members of that order, are eligible for the reimbursement.

Dues paid to a professional order for the entire 2024-2025 year are reimbursed under this measure.

Remuneration for psychologists

A 10% pay increase on the hourly base rate of psychologists will apply once the collective agreement comes into force. This increase is considered salary and is eligible for the RREGOP.

The pay increase is combined with a 6.5% retention premium offered until March 30, 2028, for psychologists who work the full number of hours associated with their job title.

Premium for lawyers employed by the Director of Youth Protection's legal affairs department

A new premium is established for lawyers working in the DPJ's legal affairs department. The premium will be paid according to the same rules as the permanent premium given to others working in youth centres; in other words, the rate will be 10%, 7% or 6%, depending on the number of hours worked. (See previous table on premiums for specific settings or clients).

This premium will be offered until March 30, 2028. It cannot be combined with the lawyers' retention premium set out in Letter of Agreement No. 4 regarding the remuneration of employees with the job title of lawyer.

Special measures for regions facing problems of workforce availability

At the CISSS de la Côte-Nord, a lump sum of \$1,200 a year for the years covered by the previous collective agreement (2020-2023) will be given to people who were newly hired by the CISSS between the date on which that collective agreement came into force and the date on which it ended.

The CISSS de la Côte-Nord will also be given \$20,000 to design an induction and integration program for employees, based on the experience of newly hired workers.

The committee on regions facing acute problems of workforce availability will have a yearly budget of \$3M to deploy projects designed to attract and retain employees in the Abitibi-Témiscamingue, Côte-Nord, Gaspésie-Îles-de-la-Madeleine and Outaouais regions. These projects will be specifically intended for APTS members.

Schedules managed by teams

Following an agreement with the employer, it will now be possible for teams of employees belonging to a group of job titles to design and plan their schedule together in self-management mode.

- The team can agree on rules different from those set out in the collective agreement, but cannot change the positions' key elements.
- The team can decide at any time to stop managing its schedules.

This option is associated with a rising-scale type premium for teams volunteering to manage their own schedules in 24/7 activity centres:

- \$100 if the employee's actual hours are equivalent to full time over 2 weeks;
- \$200 if the employee's actual hours are equivalent to full time during the 2 following weeks.

The total is therefore \$300 for each four-week period.

Financial compensation for voluntary displacements

Within an institution:

- \$50 per day for a displacement of more than 20 km, but less than 100 km, from the home base;
- \$100 per day for a displacement of more than 100 km from the home base.

To another institution:

- \$50 per day for a displacement of less than 100 km from the home base;
- \$100 per day for a displacement of more than 100 km from the home base.

Group insurance

The employer's contribution to the group insurance plan will increase by:

- \$300 a year for participants insured for themselves and dependants (family or single-parent coverage);
- \$150 a year for participants insured for themselves alone (individual coverage).

Sick leave

It will be possible to use up to 6 days of sick leave per year for personal reasons, subject to the same conditions as now: employees must give 24 hours' notice, and their absence must not cause serious detriment to the activity centre's operations.

Work-time arrangements

Work-time arrangements (atypical schedules, 4/32, schedules with leave arising from premium conversion) will now be available on an individual and voluntary basis.

The employer must take seniority into account when granting work-time arrangements.

Special conditions for certain job titles involving work in mental health

Voluntary extending of the work week to 37.5 hours

Some employees working in mental health may agree with the employer to extend the work week to 37.5 hours. This applies to the following job titles: clinical sexologist, criminologist, guidance counsellor, occupational therapist, psychoeducator, and social worker. Certain rules apply.

Psychotherapy permit

Employees who provide psychotherapy services as required by the employer will be reimbursed for the initial cost of obtaining a psychotherapy permit and, on a yearly basis, for membership fees, the cost of professional liability insurance, and expenses for training – other than training leading to a master's degree – when this is required to carry out their duties.

The following job titles are eligible: clinical sexologist, criminologist, guidance counsellor, human relations officer, occupational therapist, psychoeducator, and social worker.

Inter-round committees

Your union team and the employer will continue to work together on a number of committees. Inter-union committees will address retirement, parental rights, the *Act to modernize the occupational health and safety regime*, working conditions for lawyers, mental health, and the integration of Indigenous people. APTS committees will address workload, professional issues specific to professionals and technicians, workload and practices in youth centres, regions facing workforce availability issues, and employees' overall health.

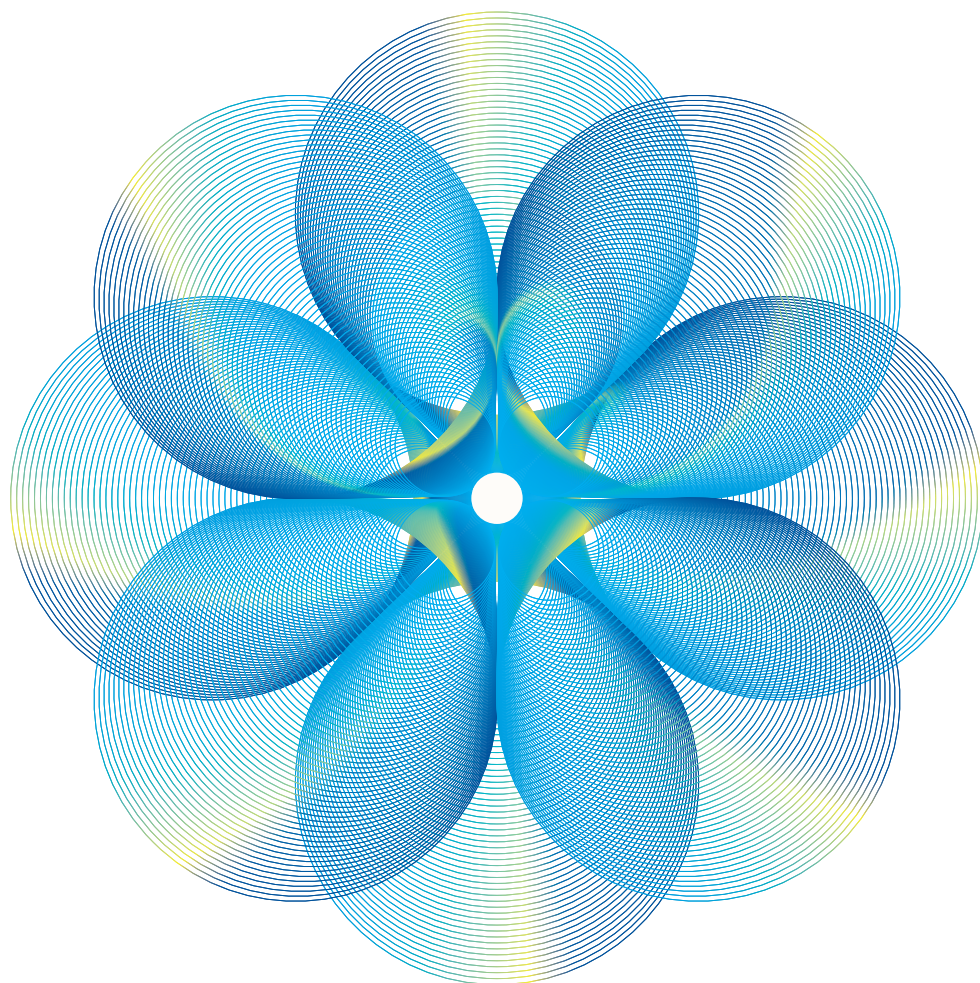
Salary adjustments and payment of retroactive amounts

	Time limit
Adjustment of salary scales based on new rates	July 22, 2024
Adjustment of the following premiums: <ul style="list-style-type: none"> • On-call premium (20.01) • Split-shift premium (37.06) • Supervision and responsibility premium (37.07) • Trainee supervision premium (37.08) • Psychiatry premium (2.2%) (37.16 B) • Isolation and remoteness premium (44) • 8% retention premium (Sept-Îles and Port-Cartier) (44) • Compensation index for the 4/32 schedule (Appendix 4) • Retention premium for lawyers (Letter of Agreement No. 4) • Team leader premium (Letter of Agreement No. 13) 	July 22, 2024
Salary retroactivity payment Retroactive to April 1, 2023	September 5, 2024
Premium and supplement retroactivity payments (based on increased rates and salary scales) Retroactive to April 1, 2023	September 5, 2024
Adjustment of all premiums and supplements (other than those already adjusted on July 22) on the basis of new rates	October 5, 2024
Retroactivity payments for all premiums and supplements other than those covered by retroactivity payments on September 5 Retroactive to June 16, 2024	October 5, 2024

About the image on our cover

The image for this year's new collective agreement is made of concentric circles that "speak" to each other, symbolizing our collective strength and unity. The circles radiate energy towards the outside – a reference to the benefits achieved through contract talks – while providing a peaceful and harmonious organizing structure.

The colour palette reinforces ideas of continuity and renewal. The APTS's traditional blue provides a basic sense of trust and stability. Cyan, recalling regional APTS logos, highlights our union's commitment to local decision-making bodies, while a slight touch of yellow taken from our original image for contract talks – WE WON'T BACK DOWN – brings a luminous touch of the optimism we need to move forward together. As a whole, the image provides a feeling of hope and brightness within the rich and complex reality of collective agreements.



www.aptsq.com • info@apsq.com

Head office

1111, rue Saint-Charles ouest, bureau 1050
Longueuil, Québec J4K 5G4

Tel. 450-670-2411 or 1-866-521-2411

Fax. 450-679-0107 or 1-866-480-0086

Québec City office

1305, boul. Lebourgneuf, bureau 200
Québec, Québec G2K 2E4

Tel. 418-622-2541 or 1-800-463-4617

Fax. 418-622-0274 or 1-866-704-0274

